

## Exercise: Trust

LOGO

### Application:

This exercise can be used to build vulnerability-based trust in a team or group. It can be used when facilitating the Patrick Lencioni's model "The Five Behaviors of a Cohesive Team".

### Step by step:

Place all the cards word-side up on a table. Each team-member must take 3 cards which relates to a personal story and best describes the behavior or feelings involved. The personal story could be based on a question, eg.:

- What are you most proud of having achieved on a personal/professional level?
- What is your greatest failure professionally that you wish you could do over or change?
- Who has inspired you the most or have had the biggest impact on your life?

### Additional twist:

Set the stage before the team-members take cards. Say:

"We can all agree that we are proud of our spouses and children, so we are looking for something different here.

"We are not looking for Superman-stories but would like to hear about the difficulties that you've experienced".

"We'd like to hear about a situation where it went wrong – and where you didn't save the day at the end".

Be prepared. The stories are personal and people might get emotional.

dialogue